

KATHERINE K. CHEN

Dept. of Sociology, NAC 6/133
160 Convent Ave.
New York, NY 10031

Office: 212-650-5850
email: kchen@ccny.cuny.edu
www.enablingcreativechaos.com

ACADEMIC APPOINTMENTS

Assistant Professor, Dept. of Sociology, The City College of New York (CCNY), 2008-present
Faculty Affiliate, Graduate Center, City University of New York (CUNY), 2009-present

Assistant Professor, Dept. of Sociology, William Paterson University (WPU), 2006-2008

Lecturer and researcher, Social Studies, Harvard University, 2005-2006

Post-doctoral researcher, Derek Bok Center for Teaching and Learning, Harvard University, 2004-2005

EDUCATION

Harvard University, Cambridge, MA

Ph.D. in Sociology, concentration in organizations, 2004

M.A. in Sociology, concentration in organizations, 1999

London School of Economics, London, England

Research Scholar in Sociology, travelling scholar on exchange from Harvard, 1998-1999

Stanford University, Stanford, CA

M.A. in Sociology, 1995

A.B. in Human Biology, concentration in Medical Ethics, 1995

TEACHING AND RESEARCH AREAS AND INTERESTS

Organizational theory, behavior, and culture, workplace, work and family, economic sociology, cultural sociology, social movements, and urban community

SELECTED PUBLICATIONS

Book

Chen, Katherine K. 2009. [*Enabling Creative Chaos: The Organization Behind the Burning Man Event*](#). Chicago, IL: University of Chicago Press.

- Awarded Best Book Prize for Outstanding Book in Nonprofit and Voluntary Action Research by the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), 2011.
- Awarded Honorable Mention for the Max Weber Award of the Organizations, Occupations, and Work (OOW) Section of the American Sociological Association (ASA), 2011.
- Reviewed in *Administrative Science Quarterly* (2010), *American Journal of Sociology* (2010), *Contemporary Sociology* (2010, 2013), *Journal of Arts Management, Law, and Society* (2011), *Journal of Consumer Culture* (2010), *Journal for the Study of Radicalism* (2012), *Mobilization* (2012), and *Nova Religio* (2011).

Peer-reviewed articles

- Chen, Katherine K. 2013. "[Storytelling: An Informal Mechanism of Accountability for Voluntary Organizations.](#)" *Nonprofit and Voluntary Sector Quarterly* 42(5): 902-922. doi: 10.1177/0899764012455699
- Chen, Katherine K., Howard Lune, and Edward L. Queen, II. 2013. "[How Values Shape and are Shaped by Nonprofit and Voluntary Organizations: The Current State of the Field.](#)" *Nonprofit and Voluntary Sector Quarterly* 42(5): 856-885. doi:10.1177/0899764013480273
- Chen, Katherine K. 2012. "[Charismatizing the Routine: Storytelling for Meaning and Agency in the Burning Man Organization.](#)" *Qualitative Sociology* 35(3): 311-334. doi: 10.1007/s11133-012-9229-1
- Chen, Katherine K. 2012. "[Organizing Creativity: Enabling Creative Output, Process, and Organizing Practices.](#)" *Sociology Compass* 6(8): 624-643. doi: 10.1007/s11133-012-9229-1
- Schmitz, Mieke Fry, Nancy Giunta, Nina S. Parikh, **Katherine K. Chen**, Marianne C. Fahs, and William T. Gallo. 2012. "[The Association Between Neighbourhood Social Cohesion and Hypertension Management Strategies in Older Adults.](#)" *Age and Ageing* 41(3): 388-392. doi: 10.1093/ageing/afr163
- Chen, Katherine K. 2012. "[Artistic Prosumption: Cocreative Destruction at Burning Man.](#)" *American Behavioral Scientist* 56(4): 570-595. doi: 10.1177/0002764211429362
- Chen, Katherine K. 2012. "[Laboring for the Man: Augmenting Authority in a Voluntary Association.](#)" *Research in the Sociology of Organizations* 34: 135-164. doi: 10.1108/S0733-558X(2012)0000034008
- Outstanding Author Contribution Award Winner at the Literati Network Awards for Excellence 2013.
- Chen, Katherine K. 2011. "[Lessons for Creative Cities from Burning Man: How Organizations Can Sustain and Disseminate a Creative Context.](#)" *City, Culture and Society* 2(2): 93-100. doi: 10.1016/j.ccs.2011.05.003
- Chen, Katherine K.** and Siobhán O'Mahony. 2009. "[Differentiating Organizational Boundaries.](#)" *Research in the Sociology of Organizations* 26: 183-220. doi: 10.1108/S0733-558X(2009)0000026009
- Outstanding Author Contribution Award Winner at the Literati Network Awards for Excellence 2010.

Book chapter

- Chen, Katherine K. 2005. "Incendiary Incentives: How the Burning Man Organization Motivates and Manages Volunteers." Pp. 109-128 in *AfterBurn: Reflections on Burning Man*. Eds. Lee Gilmore and Mark Van Proyen. Albuquerque, NM: University of New Mexico Press.

Pending journal manuscript under peer review

- Chen, Katherine K. "'We Can Network Ourselves': When Can Actors in Strategic Action Fields (SAFs) Coordinate Interorganizational Efforts?" Revise and resubmit at *Organization Studies*. Originally submitted Dec. 31, 2012.
- Chen, Katherine K. "Creating Capitalists: How Organizations Acculturate Consumers of Social Insurance." Under review at *Sociological Forum*. Submitted Oct. 8, 2013.

Selected works in progress

- Chen, Katherine K. "Commiserating and Celebrating Authenticity: The Bases for Interaction Ritual Chains." Journal manuscript draft.

Chen, Katherine K. “‘Why Must We Keep Coming Back?’ Mobilizing Interorganizational Networks during Extreme Uncertainty.” Journal manuscript draft.

Rothschild, Joyce, Katherine K. Chen, and Ómar H. Kristmundsson. “Avoiding Bureaucratization & Mission Drift.” Chapter 48 in Palgrave *Handbook on Volunteering and Nonprofit Associations*, edited by David Horton Smith, Colin Rochester, and Robert A. Stebbins. Book chapter draft.

Chen, Katherine K. and Matthew Block. “Grassroots Activism.” *American Political Culture: An Encyclopedia*. Long encyclopedia entry draft.

Chen, Katherine K. “Learning from Extreme Cases.” *Handbook of Qualitative Research in Organizations*, edited by Kimberly Elsbach and Roderick Kramer. Book chapter draft.

Short articles and teaching case

Chen, Katherine K. Accepted for publication. “Burning Man.” In the Wiley-Blackwell *Encyclopedia of Consumption and Consumer Studies*. Ed. Daniel T. Cook and J. Michael Ryan.

Chen, Katherine K. 2013. “Organic and mechanistic forms.” Pp. 519-522 in the *Sage Encyclopedia of Management Theory*. Ed. Eric Kessler. NJ: Sage.

Chen, Katherine K. 2010. “Burning Man.” In the *Blackwell Encyclopedia of Sociology*. Ed. George Ritzer. doi: 10.1111/b.9781405124331.2007.x

Chen, Katherine K. 2009. “Authenticity at Burning Man.” *Contexts* 8(3): 65-67.

Chen, Katherine. 2008. “Bureaucracy.” Pp. 99-101 in *Encyclopedia of Social Problems*. Ed. Vince Parrillo. NJ: Sage.

Chen, Katherine. 2008. “Oligarchy.” Pp. 637-638 in *Encyclopedia of Social Problems*. Ed. Vince Parrillo. NJ: Sage.

Chen, Katherine and Siobhan O’Mahony. 2006. “The Selective Synthesis of Competing Logics.” *Academy of Management Proceedings*. (The *Proceedings* publishes only the top 10% of submitted peer-reviewed conference papers)

Chen, Katherine. 2003. “Coordinating contributing members: how the Burning Man organization forms an ‘alternative’ artistic community in the Nevada Black Rock Desert.” Pp. 56-61 in *People Shaping Places Shaping People* Environmental Design Research Association (edra) proceedings 34. Eds. Julia W. Robinson, Kathleen A. Harder, Herbert L. Pick, and Virajita Singh.

Kanter, Rosabeth M., Katherine Chen, and Michelle Heskett. 2000. “Abuzz: Community Building Community.” Harvard Business School Case 301-024.

Book reviews

Chen, Katherine K. Anticipated 2014. Book review of Paolo Parigi’s *The Rationalization of Miracles*. *American Journal of Sociology* 119(4).

Chen, Katherine K. 2013. Book review of Dick Houtman, Stef Aupers, and Willem de Koster’s *Paradoxes of Individualization: Social Control and Social Conflict in Contemporary Modernity*. *Contemporary Sociology* 42(4): 573-575.

Chen, Katherine K. 2012. Book review of Jeremy Brecher’s *Banded Together: Economic Democratization in the Brass Valley*. *Contemporary Sociology* 41(4): 474-475.

Chen, Katherine K. 2012. Book review of Lee Gilmore’s *Theater in a Crowded Fire: Ritual and Spirituality at Burning Man*. *Nova Religio: The Journal of Alternative and Emergent Religions* 15(3): 125-126.

- Chen, Katherine K. 2010. Book review of Angela M. Eikenberry's *Giving Circles: Philanthropy, Voluntary Association, and Democracy*. *Nonprofit and Voluntary Sector Quarterly* 39(5): 958-960.
- Chen, Katherine K. 2009. Book review of Dara Z. Strolovitch's *Affirmative Advocacy: Race, Class, and Gender in Interest Group Politics*. *Social Forces* 87(4): 2199-2200.

Selected general publications

- Chen, Katherine K. 2012. "[Participatory Budgeting: A Democratic Practice New to Harlem and New York City](#)." *Amsterdam News*, May 10-16, 103(9): 13.
- Chen, Katherine. 2003. "[Burning Man lights a fire. The Nevada desert event doesn't just produce art, it produces citizens](#)." Voted best article.
- Chen, Katherine. 2003. "Growth at Burning Man: An Anthropological View." *Blacktop Gazette: Decompression Issue* 2(3).
- Chen, Katherine. 2002. "The Alternative in the Desert: On the Burning Man Organization." *Alumni Quarterly Colloquy*: 16. The Graduate School of Arts and Sciences Harvard University.
-

SELECTED TEACHING EXPERIENCE

The City College of New York (CCNY), City University of New York (CUNY), New York, NY, Fall 2010-present (2:2 teaching load until tenure)

- "Future of New York City" (honors course)
- "Work and Family"
- "Contemporary Issues of the Workplace"
- "Organizations and Collective Action" (Sociology of Organizations)
- Independent study advisor, Spring 2010, Spring 2011, Fall 2011, Summer 2013
- Masters thesis advisor, Spring 2012, Summer 2012

William Paterson University (WPU), Wayne, NJ, Fall 2007-Spring 2008 (3:3 teaching load)

- "Sociology of the Family"
- "Principles of Sociology" (Introductory Sociology)
- "Sociology of Organizations"
- "Contemporary Issues of the Workplace"
- Undergraduate student advisor and graduate thesis reader, 2007-2008

Harvard University, Cambridge, MA

Thesis grader and oral examiner, Social Studies, Spring 2006

Lecturer, "Work and American Society" (Work and Occupations), Fall 2005

Boston University, Boston, MA

Lecturer, "Formal Organizations," Spring 2004

SELECTED PRESENTATIONS

INVITED PRESENTATIONS

Dept. of Sociology, University of Toronto, Canada, 2011

"Commiserating and Celebrating Authenticity: The Bases for Interaction Ritual Chains."

Baruch School of Public Affairs, CUNY, New York City, NY, 2011

"'Would you like to hear the story?' Storytelling as an informal mechanism of accountability in the Burning Man organization."

Interdisciplinary Committee on Organizational Studies (ICOS), University of Michigan, Ann Arbor, MI, 2010

“Charismatizing the Routine: Storytelling in the Burning Man Organization.”

Dept. of Sociology and Anthropology, Bucknell University, Lewisburg, PA, 2010

“Enabling Creative Chaos: Inside Burning Man.”

Dept. of Sociology and Anthropology, Lehigh University, Bethlehem, PA, 2010

“Enabling Creative Chaos: Inside Burning Man.”

Dept. of Technology and Society and Dept. of Art, SUNY-Stony Brook, NY, 2009

“Sustainable Communities: Enabling Creative Chaos at Burning Man.”

Dept. of Sociology, Columbia University, New York City, NY, 2009

“Merging Consumption and Production in the Burning Man Art World” invited presentation for a cross-institution Sociology of Art group

Dept. of Sociology and Anthropology, Lafayette College, Easton, PA, 2009

“Behind Every (Burning) Man is an Enabling Organization.”

CONFERENCE PRESENTATIONS

American Sociological Association annual meeting, New York City, NY, 2013

“‘We Can Network Ourselves’: When Can Actors in Strategic Action Fields (SAFs) Coordinate Interorganizational Efforts?”

Eastern Sociological Society annual meeting, Boston, MA, 2013

“Social Movementizing Organizations: How Organizations Alter Their Fields in the Pursuit of Legitimacy.” Invited session.

Organization Studies summer workshop, Rhodes, Greece, 2012

“It’s Not About Making Sense, It’s About Saving Cents’: Interorganizational Clusters React to Uncertainty.”

Southern Sociological Society annual meeting, New Orleans, LA, 2012

“Social Movementizing Organizations: How Organizations Such as Burning Man Ignite vs. Extinguish Incipient Social Movements.” Invited session.

Eastern Sociological Society annual meeting, New York, NY, 2012

“Why Must We Keep Coming Back?” Mobilizing Interorganizational Networks during Extreme Uncertainty.”

ARNOVA annual conference, Toronto, Canada, 2011

“Why Must We Keep Coming Back?” Mobilizing Interorganizational Networks during Extreme Uncertainty.”

Academy of Management annual meeting, San Antonio, TX, 2011

“Organizational Design” with Tor Hernes.

Eastern Sociological Society annual meeting, Philadelphia, PA, 2011

“Lessons for Creative Cities from Burning Man: How Codified Values and Organizations Help a Subculture Grow Beyond Place.”

ARNOVA annual conference, Alexandria, VA, 2010

“Storytelling for Accountability in the Burning Man Organization.”

American Sociological Association annual meeting, Atlanta, GA, 2010

“Laboring for the Man? Managing Power and Authority in a Voluntary Association.”

Pacific Sociological Association annual meeting, Oakland, CA, 2010

Author meets critics session for *Enabling Creative Chaos*.

Eastern Sociological Society annual meeting, Boston, MA, 2010

Author meets critics session for *Enabling Creative Chaos*.

ARNOVA annual conference, section plenary session, Cleveland, OH, 2009

“Laboring for the Man? Managing Power and Authority in a Voluntary Association.”

American Sociological Association annual meeting, San Francisco, CA, 2009

“Commiserating and Celebrating Authenticity: The Bases of Interaction Ritual Chains.”

ARNOVA annual conference, Philadelphia, PA, 2008

“Differentiating Organizational Boundaries.”

American Sociological Association annual meeting, Boston, MA, 2008

Consumer Studies Research Network “The Contested Terrain of Consumer Studies” mini-conference, Boston, MA, 2008

“‘Disneyland in Reverse’: Organizing Production and Consumption Experiences at Burning Man.”

Eastern Sociological Society annual meeting, New York, NY, 2008

“‘Can I Tell My Story?’ Ensuring Accountability via Narratives of Dissent in the Burning Man Organization.”

American Sociological Association annual meeting, New York, NY, 2007

“Charismizing the Routine: Story-telling in the Burning Man Organization.”

Consumer Studies Research Network “The Future of Consumer Studies” mini-conference, New York, 2007 “Merging Consumption and Production in the Burning Man Art World.”

Eastern Sociological Society annual meeting, Philadelphia, PA, 2007

“Burning Man: Changing Logics about the Consumption and Production of Art.”

American Sociological Association annual meeting, Montreal, Canada, 2006

“The Selective Synthesis of Competing Logics” with Siobhan O’Mahony.

The Davis Conference on Qualitative Research, Graduate School of Management UC Davis, CA, 2006 “Can I Tell My Story?” Cohesiveness and Dissent in the Burning Man Organization.”

Eastern Sociological Society annual meeting, Boston, MA, 2006

“The Selective Synthesis of Competing Logics” with Siobhan O’Mahony.

Winter Teaching Conference, Derek Bok Center for Teaching and Research, Harvard University, 2005 “Balancing Teaching and Research.”

Conference on Corporate Social Responsibility and Diversity, University of Capetown, South Africa, 2003 “The Burning Man Organization: Balancing the Demands of Environmentalists, Locals, and Constituents.”

Social Science Research Council’s Program on the Corporation as a Social Institution conference, University of California at Berkeley, Berkeley, CA

- “The Burning Man organization: Mixing moral authority with bureaucratic structures.” 2002
- “People, not roles: How the Burning Man organization places people versus filling roles.” 2001

American Sociological Association annual meeting, Anaheim, CA, 2001

“A case study of how the Burning Man organization manages incentives and integration among its members.”

“New myths and rituals, new work and family relations, and new organizational forms: A workshop on the New Economy,” Gouizetta Business School, Emory University, Atlanta, GA, 2001 “The Burning Man organization: How a “corporation” develops a community within the middle class.”

American Anthropology Association annual meeting, San Francisco, CA, 2000

“Case study of Burning Man: How do new and alternative forms of organizations maintain critical characteristics during growth and over time?”

GENERAL PRESENTATIONS

Coro New York Leadership Center, New York, NY, 2011 “Participatory Budgeting.”

5th Annual Burning Man Regional Leadership Summit, San Francisco, CA, 2011 “Charismatizing the Routine at Burning Man and Regional Events: Making the Mundane More Meaningful through Storytelling, Rituals, and Other Activities”

The Hub, Brower Center, Berkeley, CA, 2009 “Enabling Creative Chaos: Inside Burning Man book”

PariSoMa, San Francisco, CA, 2009 “Enabling Creative Chaos: Inside Burning Man book”

SELECTED HONORS AND FELLOWSHIPS

External grant

Fund for the Advancement of the Discipline (FAD), co-sponsored by the American Sociological Association and the National Science Foundation, “Sustaining Innovative Organizing in Networks Across Multiple Environments: Naturally Occurring Retirement Communities-Supportive Service Programs (NORC-SSPs),” for Aug. 2010 – Jan. 2014

Internal grants

Community-Based Participatory Research Grant from the Colin Powell Center for Policy Studies, CCNY, 2012-2013

Public Scholarship Grant from the Colin Powell Center for Policy Studies, CCNY, 2011-2012

PSCOOC-44 Research Award, CUNY, 2013

PSCOOC-43 Research Award, CUNY, 2012

PSCOOC-42 Research Award, CUNY, 2011

PSCOOC-41 Research Award, CUNY, 2010

PSCOOC-40 Research Award, CUNY, 2009

Internal honors, fellowship, and affiliations awarded

Faculty Fellow at the Brookdale Center for Healthy Aging and Longevity of Hunter College, CUNY, Spring 2010 – Spring 2011

Faculty Fellowship Publications Program, CUNY, Spring 2010

Appointment to the Graduate Center, CUNY, 2009 - present

Grant Writing Program Fellow, CUNY, Fall 2009

Gender Equity Program Fellow, CUNY, Spring 2009

Harvard University Department of Sociology distinction on general exam, 1995

External honors and fellowship awarded

Social Science Research Council, 2000-2003

Fellow in the Program on the Corporation as a Social Institution

National Science Foundation Fellowship, 1995-1999

SELECTED PROFESSIONAL ACTIVITIES and SERVICE

- Elected secretary of the Eastern Sociological Society (ESS), 2010-2013, 2013-2016
- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)
 - Elected leadership collective member of the Community and Grassroots Associations (CGA) section, 2010-2012, 2012-2014
 - Co-chair of CGA track (reviewed and panelled conference submissions), 2011
 - Organizer of CGA colloquy at annual meeting, 2012
 - Chair of conference paper award committee, 2013
- Organizations and Work Section co-editor of *Sociology Compass*, 2013 - present (paperwork pending)
- Ad hoc reviewer for *Administrative Science Quarterly*, *American Journal of Public Health*, *American Journal of Sociology*, *American Sociological Review*, *City, Culture and Society*, *Cultural Sociology*, *European Management Review*, *Frontiers*, *Journal of Consumer Culture*, *Management and Organization Review*, *Nonprofit Management and Leadership*, *Organization Studies*, *Poetics*, *Space and Culture*, *Transformative Works and Cultures*, Princeton University Press, Westview Press, American Sociological Association Teaching Resources Center, Academy of Management conference, and National Science Foundation (NSF)
- Co-organizer of writing and professional development group on organizations and communities
- Blogger on <http://orgtheory.wordpress.com/> and <http://enablingcreativechaos.com/wordpress/>
- Past blogger on <http://cgaptoday.wordpress.com/tag/arnova/>
- Invited guest blogger on <http://orgtheory.wordpress.com/>, Sept. 2009, July 2012, Aug. 2012
- Invited Society Pages panelist on "[Burning Man: A Round Table Table](#)," Aug. 2013
- Invited panel moderator for Open Video Conference's "Electronic Frontier Foundation (EFF) v. Burning Man," Oct. 2010
- Co-moderator on discussion list for Burning Man academics, Oct. 2010 - present

SELECTED MEDIA INTERVIEWS about Burning Man research

International Business Times "[Kumbh Mela: Case Study In Chaos Attracts Harvard Business School](#)" by Kyle Knight, Feb. 11, 2013

Michigan Today "[Burning Man](#)" by Colleen Newvine Tebeua, Oct. 23, 2012

Associated Press "[Burning Man Regulars Lament Ticket 'Fiasco'](#)" by Scott Sonner, Feb. 12, 2012

Reno Gazette Journal and AP Wire "[Why, how Burning Man has surpassed cult status](#)" by Brian Duggan, Aug. 27, 2011

Los Angeles Times "[Burning Man Becomes a Hot Academic Topic](#)" by Catherine Saillant, Oct. 20, 2010

Radio West for NPR-affiliate KUER & XFM radio by Elaine Clarke, Aug. 20, 2007

Burning Book: A Visual History of Burning Man by Jessica Bruder, 2006

Associated Press "[Scientists Find Burning Man a Research Bonanza](#)" by Scott Sonner, Sept. 1, 2002

Village Voice "Burning Man's Dotcom Hangover" by Bill Werde, Sept. 9, 2001